DISADVANTAGED BUSINESS ENTERPRISE PROGRAM 49 C.F.R. PART 26

Uniform Certification Application

ROADMAP FOR APPLICANTS

1 Should I apply?

- o Is your firm at least 51%-owned by a socially and economically disadvantaged individual(s) who also controls the firm?
- o Is the disadvantaged owner a U.S. citizen or lawfully admitted permanent resident of the U.S.?
- o Is your firm a small business that meets the Small Business Administration's (SBA's) size standard and does not exceed \$17.42 million in gross annual receipts?
- o Is your firm organized as a for-profit business?
 - ⇒ If you answered "Yes" to all of the questions above, you <u>may be</u> eligible to participate in the U.S. DOT DBE program.

② Is there an easier way to apply?

If you are currently certified by the SBA as an 8(a) and/or SDB firm, you may be eligible for a streamlined certification application process. Under this process, the certifying agency to which you are applying will accept your current SBA application package in lieu of requiring you to fill out and submit this form. **NOTE:** You must still meet the requirements for the DBE program, including undergoing an on-site review.

3 Be sure to attach all of the required documents listed in the <u>Documents Check List</u> at the end of this form with your completed application.

Where can I find more information?

- U.S. DOT http://osdbuweb.dot.gov/business/dbe/index.html (this site provides useful links to the rules and regulations governing the DBE program, questions and answers, and other pertinent information)
- o SBA http://www.ntis.gov/naics (provides a listing of NAICS codes) and http://www.sba.gov/size/indextableofsize.html (provides a listing of SIC codes)
- o 49 CFR Part 26 (the rules and regulations governing the DBE program)

Under Sec. 26.107 of 49 CFR Part 26, dated February 2, 1999, if at any time, the Department or a recipient has reason to believe that any person or firm has willfully and knowingly provided incorrect information or made false statements, the Department may initiate suspension or debarment proceedings against the person or firm under 49 CFR Part 29, take enforcement action under 49 CFR Part 31, Program Fraud and Civil Remedies, and/or refer the matter to the Department of Justice for criminal prosecution under 18 U.S.C. 1001, which prohibits false statements in Federal programs.

Section 1: CERTIFICATION INFORMATION

A. Prior/Other Certification	<u>s</u>				
Is your firm currently certified for	□ DBE	Name of c	ertifying agency:		
any of the following programs?					
(If Yes, check appropriate box(es))		Has your f	irm's state UCP con	ducted an on-site	visit?
		☐ Yes, on	// State:		No
	□ 8(a)	⊗ STOP!	If you checked either	er the 8(a) or SDB	box, you may not
	□ SDB	have to co	mplete this application	on. Ask your state	e UCP about the
		streamline	d application process	s under the SBA-I	OOT MOU.
D D: /0/L A I: /:	10	•			
B. Prior/Other Applications			1 CD: 4 CC		. 1
Has your firm (under any name) or					
withdrawn an application for any or					
debarred or suspended or otherwise	naa biaai	ng privilege	s denied or restricted	by any state or ic	ocal agency, or
Federal entity? ☐ Yes, on / / ☐ No					
·	ef state lo	aal ar Eadar	al aganay and avnlai	n the neture of the	a action:
If Yes, identify State and name of	or state, 100	cai, of redei	ai agency and expiai	n the nature of the	e action.
	Section 2	GENERA	L INFORMATIO)N	
A. Contact Information					
			(2) Legal name of		
A. Contact Information (1) Contact person and Title:			(2) Legal name of	firm:	
A. Contact Information (1) Contact person and Title: (3) Phone #:		her Phone #	(2) Legal name of		
A. Contact Information (1) Contact person and Title: (3) Phone #: (6) E-mail:	(4) Ot	her Phone #	(2) Legal name of the state of	firm: (5) Fax #:	
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(7) Type of firm (check all that apply):			
☐ Sole Proprietorship			
☐ Partnership			
Corporation			
Limited Liability Partnership			
☐ Limited Liability Corporation			
☐ Joint Venture			
Other, Describe:			
(8) Has your firm ever existed under	different ownership, a di	fferent type of ownership	o, or a different name?
☐ Yes ☐ No			
If Yes, explain:			
(9) Number of employees: Full-time	Part-time	Total	
(10) Specify the gross receipts of the			eints \$
(10) specify the gross receipts of the	inini for the fast 3 years.	Year Total rece	eipts \$
		Year Total reco	eipts \$
C. Relationships with Other B			
(1) Is your firm co-located at any of i			
space, yard, warehouse, facilities, equ	uipment, or office staff, v	with any other business, o	organization, or entity?
□ Yes □ No			
If Yes, identify: Other Firm's name:			<u> </u>
Explain nature of shared facilities:			
(2) At present, or at any time in the	(a) been a subsidiary of	f any other firm?	☐ Yes ☐ No
past, has your firm:			ore of the partners are other
	firms?		☐ Yes ☐ No
	(c) owned any percenta	age of any other firm?	☐ Yes ☐ No
	(d) had any subsidiarie		☐ Yes ☐ No
(3) Has any other firm had an owners	1 \ /		
(4) If you answered "Yes" to any of t			
extra sheets, if needed):	ne questions in (2)(a)-(u)	and/or (3), identify the f	onowing for each (attach
Name	Address	Type (of Business
1.	<u>radress</u>	<u>1 y p c v</u>	or Dustiness
1.			
2.			
3.			
D. Immediate Family Member		1 0 7 V	5 N
Do any of your immediate family me		other company? \(\simeg\) Yes	⊔ No
If Yes, then list (attach extra sheets, if it		T CD :	O M 9
Name Relationship	<u>Company</u>	Type of Busines	<u>Own or Manage?</u>
1.			
2.			

Section 3: OWNERSHIP

Identify all individuals or holding companies with any ownership interest in your firm, providing the information requested below (If more than one owner, attach separate sheets for each additional owner):

A. Background Information				
(1) Name:	(2) Title:		(3) Home Phone	e #:
(4) Home Address (street and number):		City:	State:	Zip:
(5) Gender: ☐ Male ☐ Female			nip (Check all that o	
(7) U.S. Citizen: ☐ Yes ☐ No	□ Black	☐ His		☐ Native American
(8) Lawfully Admitted Permanent Re ☐ Yes ☐ No	Asian Pac Sident: Other (spe		ocontinent Asian	
B. Ownership Interest				
(1) Number of years as owner:		(2) Initial inv		<u>ype</u> <u>Dollar Value</u>
(3) Percentage owned:		acquire owne		
(4) Familial relationship to other owr	ners:	interest in fir		Estate \$
			Equip Other	pment \$
(5) Shares of Stock: Number	Percentage	Class D	ate acquired	Method Acquired
(5) Shares of Stock.	<u>rerecitage</u>	<u>D</u>	ate acquired	Memod Required
(6) Does this owner perform a manag	gement or supervisory f		•	□ Yes □ No
If Yes, identify: Name of Business:		Function		
(7) Does this owner own or work for				(e.g., ownership interest,
shared office space, financial investments, eq	uipment, leases, personnel s	sharing, etc.)! \Box	Yes 🗆 No	
If Yes, identify: Name of Business:		Function/Ti	tle·	
Nature of Business Relationship:		1 4.11011011, 11		
C. Disadvantaged Status – NO	TE: Complete this secti	on only for eac	h owner annlying	for DBE qualification
(i.e. for each owner claiming to be soci			o wer upprjg	TOT DDD quantitudes
(1) What is the Personal Net Worth (
Personal Financial Statement form at the	e end of this application;	attach additiond	al sheets if more tha	in one owner is applying)
(2) Has any trust been created for the	henefit of this disadva	ntaged owner(s)? T Yes T No)
If Yes, explain (attach additional sheet		intaged owner(<i>5)</i> . 3 10 5 3 10	,
7 1	,			

Section 4: CONTROL

A. Identify your firm's Officers & Board of Directors (If additional space is required, attach a separate sheet):

	Name	Title	Date Appointed	Ethnicity	Gender
(1) Officers	(a)				
of the	(b)				
Company	(c)				
	(d)				
	(e)				
(2) Board of	(a)				
Directors	(b)				
	(c)				
	(d)				
	(e)				

(3) Do any of the persons listed in (1) and/or (2) abo	ve perform a management or supervisory function for any other
business? ☐ Yes ☐ No	
If Yes, identify for each: Person:	Title:
Business:	Function:
(4) Do any of the persons listed (1) and/or (2) above	own or work for any other firm(s) that has a relationship with
this firm (e.g., ownership interest, shared office space, financia	ial investments, equipment, leases, personnel sharing, etc.)? \Box Yes \Box No
If Yes, identify for each: Firm Name:	Person:
Nature of Business Relationship:	

B. Identify your firm's management personnel who control your firm in the following areas (If more than two persons, attach a separate sheet):

-	Name	Title	Ethnicity	Gender
(1) Financial Decisions	a.			
(responsibility for acquisition of lines of credit, surety bonding, supplies, etc.)	b.			
(2) Estimating and bidding	a.			
	b.			
(3) Negotiating and Contract	a.			
Execution	b.			
(4) Hiring/firing of management	a.			
personnel	b.			
(5) Field/Production Operations	a.			
Supervisor	b.			
(6) Office management	a.			
	b.			
(7) Marketing/Sales	a.			
	b.			
(8) Purchasing of major	a.			
equipment	b.			
(9) Authorized to Sign Company	a.			
Checks (for any purpose)	b.			
(10) Authorized to make	a.			
Financial Transactions	b.			

(11) Do any of the persons listed in	(1) through (10)	above perform	a mana	gement or supervi	sory function for any
other business? □ Yes □ No	_ , ,	-		-	
If Yes, identify for each: Person:Business:			Title	e:	
Business:	(1) through (10)	ahayya ayyun an y	Fun	ction:	that has a relationship
with this firm (e.g., ownership interest, sh					
Yes No	iarea ojjice space, ji	inanciai invesimeni	з, ечигрі	neni, ieuses, personne	i sharing, etc.):
If Yes, identify for each: Firm Name:			Pei	rson:	
Nature of Business Relationship:					
C. Indicate your firm's inven	tory in the follo	wing categorie	s (attac	h additional shee	ts if needed):
(1) Equipment					
Type of Equipment	Make/I	Model	С	urrent Value	Owned or Leased?
(a)					
(b)					
(c)					
(2) Vahislas					1
(2) Vehicles Type of Vehicle	Make/I	Model	C	urrent Value	Owned or Leased?
(a)	IVIAKC/1	viouei		urrent value	Owned of Leased:
` `					
(b)					
(c)					
(3) Office Space					
Street Address		Owned or Le	ased?	Current Value	of Property or Lease
(a)					-
(b)					
(4) Storage Space		<u> </u>		<u> </u>	
Street Address		Owned or Le	ased?	Current Value	of Property or Lease
(a)					1 0
(b)					
D. Does your firm rely on any	other firm for	management f	unction	ns or employee pa	ayroll? 🗆 Yes 🗖 No
If Yes, explain:					
E. Financial Information					
(1) Banking Information:		(1 \ P)	3 .T		
(a) Name of bank:		(b) Ph	one No	: ()	Zin:

(2) Bonding Infor (b) Name of agent/ (d) Address of agent (e) Bonding limit:	matio	n: If you have	bonding capacity.	identify:	(a) Binde	er No:			
(b) Name of agent/	broker		conding capacity,	identity.	(c) Phone N	No: ()		
(d) Address of agei	nt/brok	ter:		Cit	y:		State:		Zip:
(e) Bonding limit:	Aggre	gate limit \$			Project limi	it \$			
F. Identify al	ll sour	ces, amounts	, and purposes of loan, if other tha	money lo	aned to you				
Name of Source		lress of Source		son	Original Amount		rrent lance	Pur	pose of Loan
1.									
2.									
3.									
			sfers of assets to/f	rom your	firm and t	o/fror	n any of it	s own	ers over the
Contribution/As	set	Dollar Valu	e From Who Transferre		To Whom Transferre		Relations	ship	Date of Transfer
1.									
2.									
3.									
H. List curre	nt lice	nses/nermits	held by any owne	r and/or	emnlovee o	f vou	r firm (e a	contr	actor engineer
architect, etc.)(attach				i anu/oi (cinpioyee o	ı you	i iii iii (e.g.	contr	icior, engineer,
Name of License			Type of Li	icense/Pei	rmit	E	xpiration Date	Lie	cense Number and State
1.									
2.									
3.									
I. List the th	ree la	rgest contrac	ts completed by y	our firm i	in the past	three	vears, if a	nv:	
Name of			e/Location of		oe of Work				ollar Value of
Owner/Contra	ctor		Project						Contract
1.									
2.									
3.									
				•				•	

J. List the three largest active jobs on which your firm is currently working:

Name of Prime Contractor and Project Number	Location of Project	Type of Work	Project Start Date	Anticipated Completion Date	Dollar Value of Contract
1.					
2.					
3.					

AFFIDAVIT OF CERTIFICATION

This form must be signed and notarized for <u>each</u> owner upon which disadvantaged status is relied.

A MATERIAL OR FALSE STATEMENT OR OMISSION MADE IN CONNECTION WITH THIS APPLICATION IS SUFFICIENT CAUSE FOR DENIAL OF CERTIFICATION, REVOCATION OF A PRIOR APPROVAL, INITIATION OF SUSPENSION OR DEBARMENT PROCEEDINGS, AND MAY SUBJECT THE PERSON AND/OR ENTITY MAKING THE FALSE STATEMENT TO ANY AND ALL CIVIL AND CRIMINAL PENALTIES AVAILABLE PURSUANT TO APPLICABLE FEDERAL AND STATE LAW.

AVAILABLE I UNSUANT TO ATT LICABLE PEDERAL AND STATE LAW.
I
I recognize that the information submitted in this application is for the purpose of inducing certification approval by a government agency. I understand that a government agency may, by means it deems appropriate, determine the accuracy and truth of the statements in the application, and I authorize such agency to contact any entity named in the application, and the named firm's bonding companies, banking institutions, credit agencies, contractors, clients, and other certifying agencies for the purpose of verifying the information supplied and determining the named firm's eligibility.
I agree to submit to government audit, examination and review of books, records, documents and files, in whatever form they exist, of the named firm and its affiliates, inspection of its places(s) of business and equipment, and to permit interviews of its principals, agents, and employees. I understand that refusal to permit such inquiries shall be grounds for denial of certification.
If awarded a contract or subcontract, I agree to promptly and directly provide the prime contractor, if any, and the Department, recipient agency, or federal funding agency on an ongoing basis, current, complete and accurate information regarding (1) work performed on the project; (2) payments; and (3) proposed changes, if any, to the foregoing arrangements.
I agree to provide written notice to the recipient agency or Unified Certification Program (UCP) of any material change in the information contained in the original application within 30 calendar days of such change (e.g., ownership, address, telephone number, etc.).
I acknowledge and agree that any misrepresentations in this application or in records pertaining to a contract or subcontract will be grounds for terminating any contract or subcontract which may be awarded; denial or revocation of certification; suspension and debarment; and for initiating action under federal and/or state law concerning false statement, fraud or other applicable offenses.
I certify that I am a socially and economically disadvantaged individual who is an owner of the above-referenced firm seeking certification as a Disadvantaged Business Enterprise (DBE). In support of my application, I certify that I am a member of one or more of the following groups, and that I have held myself out as a member of the group(s) (circle all that apply):
Female Black American Hispanic American Native American
Asian- Pacific American Subcontinent Asian American
Other (specify)

I certify that I am socially disadvantaged because I have been subjected to racial or ethnic prejudice or cultural bias, or have suffered the effects of discrimination, because of my identity as a member of one or more of the groups identified above, without regard to my individual qualities.

I further certify that my personal net worth does not exceed \$750,000, and that I am economically disadvantaged because my ability to compete in the free enterprise system has been impaired due to diminished capital and credit opportunities as compared to others in the same or similar line of business who are not socially and economically disadvantaged.

I declare under p and correct.	enalty of perjury that the inform	mation provided in this application ar	nd supporting documents is true
Executed on	(Date)		
Signature	(DBE Applicant)		

NOTARY CERTIFICATE:

DBE UNIFORM CERTIFICATION APPLICATION SUPPORTING DOCUMENTS CHECKLIST

In order to complete your application for DBE certification, you must attach copies of all of the following documents as they apply to you and your firm.

<u>All</u>	<u>Applicants</u>
┚	Work experience resumes (that include places of ownership/employment with corresponding dates),
	for all owners and officers of your firm
	Personal Financial Statement (form available with this application)
	Personal tax returns for the past three years, if applicable, for each owner claiming disadvantaged
	status
	Your firm's tax returns (gross receipts) and all related schedules for the past three years
	Documented proof of contributions used to acquire ownership for each owner (e.g. both sides of
	cancelled checks)
	Your firm's signed loan agreements, security agreements, and bonding forms
	Descriptions of all real estate (including office/storage space, etc.) owned/leased by your firm and
	documented proof of ownership/signed leases
	List of equipment leased and signed lease agreements
	List of construction equipment and/or vehicles owned and titles/proof of ownership
	Documented proof of any transfers of assets to/from your firm and/or to/from any of its owners over
	the past two years
	Year-end balance sheets and income statements for the past three years (or life of firm, if less than
	three years); a new business must provide a current balance sheet
	All relevant licenses, license renewal forms, permits, and haul authority forms
	DBE and SBA 8(a) or SDB certifications, denials, and/or decertifications, if applicable
	Bank authorization and signatory cards
	Schedule of salaries (or other compensation or remuneration) paid to all officers, managers, owners,
	and/or directors of the firm
	Trust agreements held by any owner claiming disadvantaged status, if any
Par	rtnership or Joint Venture
	Original and any amended Partnership or Joint Venture Agreements
	rporation or LLC
	Official Articles of Incorporation (signed by the state official)
	Both sides of all corporate stock certificates and your firm's stock transfer ledger
	Shareholders' Agreement
	Minutes of all stockholders and board of directors meetings
	Corporate by-laws and any amendments
	Corporate bank resolution and bank signature cards
	Official Certificate of Formation and Operating Agreement with any amendments (for LLCs)
æ	1' 6
	ucking Company
	Documented proof of ownership of the company
	Insurance agreements for each truck owned or operated by your firm
	Title(s) and registration certificate(s) for each truck owned or operated by your firm
	List of U.S. DOT numbers for each truck owned or operated by your firm
Ro	gular Dealer
	Proof of warehouse ownership or lease
	List of product lines carried
	List of distribution equipment owned and/or leased

<u>NOTE</u>: The specific state UCP to which you are applying may have additional required documents that you must also supply with your application. Contact the appropriate certifying agency to which you are applying to find out if more is required.



PERSONAL FINANCIAL STATEMENT

1316			
U.S. SMALL BUSINESS ADMIN	ISTRATION	As of	,

Complete this form for: (1) each 20% or more of voting stock, or (proprietor, or (2) ea 4) any person or er	ch limited partner whatity providing a guara	no owns 20% anty on the lo	or more interean.	est and each genera	al partner, or (3) each	stockholder owning	
lame Business Phone								
Residence Address Residence Phone								
City, State, & Zip Code								
Business Name of Applicant/Bor	rower							
	ASSETS	(Omit Cer	nts)		LIA	BILITIES	(Omit Cents)	
Cash on hand & in Banks Savings Accounts IRA or Other Retirement Accour Accounts & Notes Receivable Life Insurance-Cash Surrender \((Complete Section 8)\) Stocks and Bonds ((Describe in Section 3)\) Real Estate ((Describe in Section 4)\) Automobile-Present Value Other Personal Property ((Describe in Section 5)\) Other Assets ((Describe in Section 5)	value Only	\$	Note: Insta Insta Loan Mortg Unpa Othe Total	Accounts Payable \$ Notes Payable to Banks and Others \$ (Describe in Section 2) Installment Account (Auto) \$ Mo. Payments \$ Installment Account (Other) \$ Mo. Payments \$ Loan on Life Insurance \$ Mortgages on Real Estate \$ (Describe in Section 4) Unpaid Taxes \$ (Describe in Section 6) Other Liabilities \$ (Describe in Section 7) Total Liabilities \$				
	Total	\$	Net Worth					
Section 1. Source of Incom	е		Cont	Contingent Liabilities				
Salary								
*Alimony or child support payments need not be disclosed in "Other Income" unless it is desired to have such payments counted toward total income. Section 2. Notes Payable to Banks and Others. (Use attachments if necessary. Each attachment must be identified as a part of this statement and signed.) Name and Address of Noteholder(s) Original Balance Payment Frequency (monthly,etc.) How Secured or Endorsed Type of Collateral								
SPA Form 412 (2.00) Provious	- III - OI - I -						(tumble)	

Section 3. Stocks and Bonds. (Use attachments if necessary. Each attachment must be identified as a part of this statement and signed).								
Number of Shares	Name of Securities		Cost		Market Value Quotation/Exchange Quota		Date of ion/Exchange	Total Value
						-		
Section 4. Real Estate Owned. (List each parcel seption of this statement and		(List each parcel separate of this statement and sign	ly. Use attacl led.)	hment if n	ecessary. Each attac	hment m	ust be identified	as a part
		Property A			Property B		Property C	
Type of Property								
Address								
Date Purchased								
Original Cost								
Present Market Valu	ie							
Name & Address of Mortgage	e Holder							
Mortgage Account N	lumber							
Mortgage Balance								
Amount of Payment	per Month/Year							
Status of Mortgage								
Section 5. Other Pe	ersonal Property an				d as security, state name	and addr	ess of lien holder	, amount of lien, terms
of payment and if delinquent, describe delinquency)								
Section 6. Unp	paid Taxes. (De	escribe in detail, as to type,	, to whom paya	able, wher	n due, amount, and to	what pro	perty, if any, a t	ax lien attaches.)
Section 7. Oth	ner Liabilities. (De	escribe in detail.)						
Section 8. Life Insurance Held. (Give face amount and cash surrender value of policies - name of insurance company and beneficiaries)								
I authorize SBA/Lender to make inquiries as necessary to verify the accuracy of the statements made and to determine my creditworthiness. I certify the above and the statements contained in the attachments are true and accurate as of the stated date(s). These statements are made for the purpose of either obtaining a loan or guaranteeing a loan. I understand FALSE statements may result in forfeiture of benefits and possible prosecution by the U.S. Attorney General (Reference 18 U.S.C. 1001).								
Signature:				Date:	Social	Security	Number:	
Signature:				Date:	Social	Security	Number:	
PLEASE NOTE: The estimated average burden hours for the completion of this form is 1.5 hours per response. If you have questions or comments concerning this estimate or any other aspect of this information, please contact Chief, Administrative Branch, U.S. Small Business Administration, Washington, D.C. 20416, and Clearance Officer, Paper Reduction Project (3245-0188), Office of Management and Budget, Washington, D.C. 20503. PLEASE DO NOT SEND FORMS TO OMB.								



Notice of Non- discrimination

Under the City of Tucson Code, Chapter 17, it is unlawful to discriminate on the basis of:

race, color,
national origin, age,
ancestry, religion,
disability, gender (sex),
gender sexual
identity, orientation,
marital status, familial status.

Every person or business subject

to the Tucson City Code, Chapter 17, must post a Notice of Non-discrimination, in a conspicuous place. Notices are available on our web site at www.ci.tucson.az.us/eoo (click on the Chapter 17 icon) or you can obtain one from the Office of Equal Opportunity Programs.

Why is this information important?

To assist in preventing and/or correcting acts of discrimination. This saves effort, expense and improves your operation.

Specific Entities Covered:

- Places of public accommodation, facilities, services, commodities or use offered to or enjoyed by the general public, operated within the City limits of Tucson.
- □ Housing providers operating within the City limits of Tucson in the sale or rental of housing, including but not limited to individual lessees, real estate agents/brokers and lending institutions.
- □ Employers having one one hundred (1-100) employees for each working day in each of twenty (20) calendar weeks in the current or preceding calendar year. This does not apply to protected classes that do not have remedies available under Arizona Revised Statutes or the U.S. Code. This means that individuals who have complaints based on gender identity, sexual orientation, ancestry, familial status (employment) or marital status may file a complaint with the (OEOP) from any size business within the Tucson City limits.

Entities Excluded:

- Most private clubs and non-profit religious organizations.
- □ Review Chapter 17 for more specific requirements for exclusions.

Complaint Process

Who May File A Complaint?

Any individual claiming to be aggrieved by an alleged violation of this article may file a complaint with the Office of Equal Opportunity Programs (OEOP) within ninety (90) working days (one hundred eighty [180] days for housing complaints) from the time of the alleged violation.

Complaint forms are available from the (OEOP) or on the web site at www.ci.tucson.az.us/eoo then click on the Chapter 17 icon.

- ☐ If the complaint meets the legal requirements, the (OEOP) shall investigate and render written findings as to whether there is or is not reasonable cause to substantiate the charge.
- ☐ The (OEOP) shall make every effort to conciliate complaints.
- □ The complaining party may appeal NO CAUSE findings to the Human Relations Commission within fifteen (15) days of receipt of the (OEOP) findings.
- □ CAUSE findings will be forwarded to the City Prosecutor's Office.

For more information contact the Office of Equal Opportunity Programs (OEOP)

100 N. Stone Ave., Suite 610
Tucson, AZ 85701-7210
(520) 791-4593 (520) 791-5140
(FAX)
(520) 791-2639 (TTY)